

SECTION 6. When necessary, the Employer will establish time prior to the beginning of lunch period and at the end of the shift for clean-up of work areas, stowing of tools and for personnel clean-up where required for personal hygiene. No employee will be required to remain beyond the end of the work day for this purpose. Changes to currently established times will be a matter for consultation between the parties.

SECTION 7. When Public Works service functions are required on an around-the-clock basis, employees assigned to these functions will be allowed to work on rotating or non-rotating shifts as determined by the majority of the employees within any functional area by secret ballot.

SECTION 8. If an employee reports for work at the prescribed starting time on a scheduled work day and is prepared for and remains capable of but is prevented from performing his/her regularly assigned duties by circumstances beyond his/her control, the Employer will attempt to keep the employee gainfully employed by assigning him to other duties.

ARTICLE 22

EMPLOYEE MORALE

SECTION 1. The Union will have one representative on all appointive committees (e.g. EEO, Safety, etc) that affect members of the unit, unless the appointing official advises the Union in writing that Union membership is not permitted. Management will advise the Union of those committees on which Union membership is deemed appropriate.

SECTION 2. Information regarding actual number of employees on board will be made available to the Union officers.

SECTION 3. When a payday falls on a regularly scheduled holiday, the Employer will make every effort to pay employees on the previous day.

SECTION 4. If practicable, the Employer will continue arrangements presently in effect for providing handy and convenient parking spaces for employees near the work area. Parking spaces reserved for specific individuals or codes will be limited to CBC department heads, the Commanding Officer and the Executive Officer. The contents of this section will not restrict the assignment of parking spaces for use by government vehicles, visitors, and handicapped employees.

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SECTION 5. The Employer will continue to provide tools and equipment currently being provided to employees for the accomplishment of their duties. In the event a tool which is the personal property of the employee is stolen or damaged through no fault of his/her own, the Employer will process a claim for replacement based upon its fair value, as provided for in applicable regulations.

SECTION 6. The Union will be notified by the Employer of serious illness, injury or death of an employee so that the Union may extend benefits to which the employee and his/her family may be entitled.

SECTION 7. The Union will provide Notary Public service for employees of the Center,

SECTION 8. Any item, record or article of information removed by the Civilian Personnel Office from an employee's personnel file and intended for permanent removal, shall be returned to the employee.

SECTION 9. The Employer will make a reasonable effort to maintain adequate and up-to-date ventilation, heating and cooling of buildings affecting employees' health, welfare and morale in accordance with applicable regulations and energy conservation measures.

SECTION 10. The Employer agrees not to perform the work of a collection agency for debts allegedly accrued by an employee to a private individual or firm. All employees are expected to pay promptly all just financial obligations. In the event of a dispute between an employee and a private individual or firm, the Employer will not take action against the employee until the dispute has been resolved or the indebtedness is supported by court order or court judgment. This provision will be applied in accordance with the debt collection act.

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SECTION 11. The Union recognizes the Employer's responsibility and right to provide suitable technical training and improved personnel support facilities for military personnel by means of the Self-Help Program, homeport training projects and any other programs authorized by higher authority. The Employer recognizes its responsibility to ensure that Union officials understand the purposes of various military labor programs and that competition with the Public Works Department's Civil Service employees is neither contemplated nor desired by the Employer. In compliance with DOD Directive 1135.2 dated 14 January 1975 and subsequent revisions, assignment of military personnel to positions vacated by civilians working in the area of maintenance, repair and construction of real property who have been reduced-in-force, will be made only in accordance with the current directive. However, military personnel may be assigned to fill positions which become vacant through normal attrition. In order to minimize misunderstandings by employees, the Public Works Officer will serve as the point of contact for questions regarding the use of military labor for the maintenance, construction and repair of real property.

ARTICLE 23

THEFT

SECTION 1. The Union reorganizes that the theft of government property is a violation of law, the United States Code and a serious breach of employee conduct. Therefore, the Union agrees to cooperate with the Employer's efforts to eliminate theft, fraud, waste, and abuse. Violators may be subject to criminal prosecution as well as disciplinary action.

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